
CANDIDATE PACK

DIRECTOR OF EDUCATION



A VERY WARM WELCOME TO GREAT ACADEMIES EDUCATION TRUST!

I am delighted that you are interested in this important opportunity with our Trust. We are seeking an exceptional individual to join our Central Team as trust Director of Education. The post holder will lead our approach to academic improvements, working with our schools, managing our school improvements team and driving up standards to improve the academic outcomes in all of our academies. The post will report directly to the Chief Executive Officer and be reportable to the Board of Trustees, holding overall responsibility of Safeguarding for the trust.

We know from qualitative evidence and objective reviews this year, that our schools are improving. If you share the drive and ambition we have for our students, then we would like to hear from you.

We are a small multi-academy trust which crosses the local authority boundaries of Tameside and Rochdale, with three 11-16 academies and one primary academy. Our academies are all unique, although all serve communities that face challenges. We have two academies graded as Ofsted Good, Middleton Technology School (MTS) in Rochdale and Silver Springs Primary Academy in Tameside. MTS is a school that has a national reputation for sustained excellence with a SCITT as part of its offer. This was judged to be Good by Ofsted in 2022. Great Academy Ashton was inspected in March 2023 as a strong Requires Improvement with a Good judgment for student personal development and Copley Academy was inspected in December 2021 and we were delighted with the removal of Special Measures and a grading of Requires Improvement. We are doing great work and see real educational improvement for our children and want to see that continued through rapid improvement in all of our Academies.

Great Academies Education Trust has a strong Trust Board of committed, interested and knowledgeable trustees. We have benefited hugely from historical sponsor investment so we are financially sound and can provide services to all our academies in-house. As well as governance, ICT, finance, estates and HR, this includes Great Academies Improvement and Support Team (GIST) who are a team of experienced teaching and learning professionals who support the professional development of all colleagues to ensure we can achieve the highest standards of teaching, learning and school leadership.

My job is to help you do your job; to support and develop you, as you help us transform our trust with your expertise and acumen. We are genuine in all we do, so come and join us in a truly GREAT team effort!

I look forward welcoming you to Great Academies Education Trust.

Brendan Loughran

Chief Executive Officer



STAFF BENEFITS



Health protection



Westfield rewards



Chartered College Teaching membership



CPD opportunities



On-site parking



Well-being services

DIRECTOR OF EDUCATION

Salary: Leadership Scale Points L29-L35 (£93,902-£108,776 (Pro-rated where part-time is requested)).

Hours: Full time (0.8 FTE considered).

In our commitment to flexible working, this role is open to working on a full or part time basis where required. Specific working days and hours are flexible and will be agreed with the successful candidate.

RESPONSIBLE TO CHIEF EXECUTIVE OFFICER

Responsible for: GIST School improvement team, Data Manager.

Location: Head office, with travel to trust schools and other trust locations. We offer hybrid working which includes working from home.

Head office address: Cavendish 249, Cavendish Street, Ashton-under-Lyne, OL6 7AT.

Start date: ASAP (by September 2024 preferred).

This is an exciting opportunity for a highly motivated individual to lead academic improvements across the Trust.

We are seeking a successful educationalist to join our Central Team as Education Director, to lead our improvement team and work with the Principals and academy leadership teams in driving up standards and improving academic outcomes in all our academies.

This is an opportunity to work with the Chief Executive Officer and a strong Trust Board with great colleagues, great support and great students.

We are seeking an exceptional candidate with ambition, drive and vision who will subscribe to our values and culture.

Our Values:

- **Genuine** - mutually trusting, open, honest and reflective.
- **Respect(ful)** to all without ego or arrogance.
- **Excellent** at what they do, striving for excellence and intolerant of mediocrity.
- **Achievement** focussed- an aspirational understanding that academic excellence is the goal and how we support that in our own areas of work.
- **Together** - believing that we can make the biggest difference when we work as a strong team.



JOB DESCRIPTION

Job Purpose:

To provide leadership and management for educational and operational matters for the Trust Board and its individual academies in the Greater Manchester area, currently operating in Rochdale and Tameside. To contribute as a member of the Trust Senior Leadership Team to ensure that all academies are delivering the highest possible educational provision and achieving excellent outcomes for students within the ethos of GREAT Academies.

Responsible for the operational work of the Trust's school improvement team (GIST), currently comprising three FTE staff who work our schools raising standards. You will deputise for the CEO of the Trust on educational matters when required and from time to time may be required to provide interim leadership in any of our academies. You will hold overall responsibility of Safeguarding for the trust.

KEY TASKS AND RESPONSIBILITIES

Strategic Leadership

- Improving academic outcomes as outlined in the Trust's ambitious strategic plan
- Be a significant leader and manager in the Trust and take a key role in important decisions
- Lead on cross-Trust educational developments and initiatives
- Advise the Trust Board and Local Governing Committees (LGCs) on key educational and operational matters
- Support the performance management of headteachers, Principals and their deputies as required
- Support the work of the Trust Governance Officer and Chairs of Local Governing Committees in supporting and holding leaders and managers to account for educational outcomes
- Provide coaching, guidance and support to Headteachers, Principals and other senior staff in the academies
- Be an active and supportive member of the Trust's management team
- Work with the Director of Finance and Estates to ensure the efficient resourcing of the GIST team supporting the academies
- Be a strong advocate for GREAT values, principles and approaches

Growth & Development of the Trust

- Actively seek and engage in the appraisal of opportunities to expand the number of academies within the Trust & to make recommendations to the CEO as to the suitability of such opportunities
- Through due diligence, evaluate the implications of potential incoming academies and successfully incorporate them into the Trust
- Identify further income generation opportunities for individual academies and for the Trust in general
- Provide education support to new 'pipeline' schools that may join, and to schools and academies joining the Trust
- Ensure effective relationships are maintained with key local partners including;
 - o approved educational partners for the Trust,
 - o local authorities,
 - o higher education establishments,
 - o Ofsted
 - o DfE Regional Director

Other responsibilities

- Contribute to the wider life of the Trust, its academies and its community through out of hours and partnership work
- Carry out any such duties as may be reasonably required by the CEO
- Demonstrate commitment to safeguarding, being the lead for the trust, and promoting the welfare of children, young people and vulnerable adults

Academy Performance & Improvement

- Review, challenge and develop self-evaluations and improvement plans produced by the academies
- Provide academy improvement support, advice and challenge.
- Liaise effectively with academy staff responsible for the development and implementation of the professional development programmes
- Ensure all academies meet the Trust's strategic priorities in terms of student, staff and community outcomes
- Monitor the performance of each of the Trust's academies in the area, overseeing the preparation and analysis of progress in meeting key strategic objectives, risk assessments, categorisation process for each academy
- Liaise with other Trust staff in the deployment of the GIST team and external consultants for academy improvement work and reviewing the Trust's CPD programme
- Commission school improvement and subject support as required
- Work with other Trust staff in strategic support, training and advice to the Local Governing Committee of each academy, attending termly meetings as required
- Work with the chair of governors and the CEO to support the performance management of the headteacher/Principal and deputies
- Lead and develop termly network meetings for Principals/headteachers and other senior staff
- Be the Trust's representative, providing support for all school senior leadership appointments
- Make regular progress reports to the CEO, the Trust Board's Outcomes Committee and as necessary to the LGCs

Other educational & operational matters

- Contribute to the formulating and drafting of Trust-wide education and other trust policies
- Maintain leading edge knowledge and understanding of effective school/academy improvement, with a focus on assessment, tracking and effective data analysis
- Ensure all budgets relevant to the post and the hub back office support team are managed and monitored effectively and that resources are used efficiently
- Implement a cycle of meetings with the RD, LA Directors of Education and other key individuals within the Greater Manchester area

HOW TO APPLY

Applicants must have relevant qualifications and experience, please ensure that you meet the person specification before applying.

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

The trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Appointment is subject to references and a satisfactory enhanced disclosure from the Disclosure and Barring Service.

Please apply by submitting a fully completed application form, outlining how your experience, skills and knowledge make you a suitable candidate for the role.

Great Academies Education Trust is committed to safeguarding the welfare of children, therefore, you will be required to apply for an Enhanced Disclosure from the Disclosure and Barring Service if you are offered the position

Applications must be submitted by:

Monday 11th March 2024 at 5pm to hr@gaet.co.uk There will be a two-stage interview process across 26th & 27th March 2024. Those successful on day one will be invited back for day two.

Please join us on Teams on Tuesday 5th March 2024 at 4pm to hear more about the role and our trust. To receive a link please email hr@gaet.co.uk

Alternatively, if you would like to have an informal discussion about the post, please contact Brendan Loughran directly on 07741 019 117





**Great Academies
Education Trust**

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